



WASHINGTON TOWNSHIP

MUNICIPAL OFFICES
MORRIS COUNTY
LONG VALLEY, NJ 07853

43 Schooley's Min. Rd.
908-876-3315
Fax 908-876-5138

March 19, 2019

Stephen E. Trimboli, Esquire
Trimboli & Prusinowski, LLC
268 South Street
Morristown, New Jersey 07960

Re: Teamsters Local Union 469
Memorandum of Agreement
Resolution #R-50-19

Dear Mr. Trimboli:

At a meeting held on March 18, 2019, the Washington Township Committee adopted Resolution #R-50-19, authorizing the execution of a Memorandum of Agreement with the Washington Township Teamsters Local Union 469 for a period from January 1, 2016 to December 31, 2020. A copy of the resolution and an executed agreement are enclosed for your records.

Sincerely,

Nina DiGregorio
Township Clerk

Cc: Public Employment Relations Commission
Amy Monahan, Acting CFO
Brian Hanisak, Department of Public Works

RESOLUTION OF THE TOWNSHIP OF WASHINGTON

Morris County, New Jersey

No. R-50-19

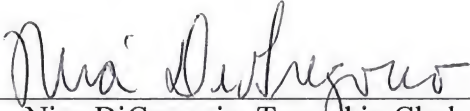
Date of Adoption: March 18, 2019

Title or Subject: AUTHORIZE EXECUTION OF MEMORANDUM OF AGREEMENT –
WASHINGTON TOWNSHIP TEAMSTERS LOCAL UNION 469

WHEREAS, the Washington Township Committee and the Washington Township Teamsters Local Union 469 have agreed to the terms of a memorandum of agreement amending the previous agreement for the period from January 1, 2016 to December 31, 2020.

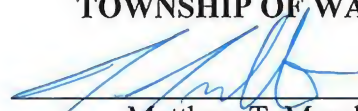
NOW, THEREFORE, BE IT RESOLVED by the Township Committee of the Township of Washington, Morris County, New Jersey, that the Mayor and Clerk are hereby authorized to execute said memorandum of agreement with the Washington Township Teamsters Local Union 469 for the period of January 1, 2016 to December 31, 2020.

ATTEST:



Nina DiGregorio, Township Clerk

**TOWNSHIP COMMITTEE OF THE
TOWNSHIP OF WASHINGTON**



Matthew T. Murello, Mayor

I, Nina DiGregorio, Township Clerk, do hereby certify that the foregoing resolution was adopted at a meeting of the Township Committee held on March 18, 2019.

Nina DiGregorio, Township Clerk

Date

MEMORANDUM OF AGREEMENT WITH TEAMSTERS LOCAL 469

THIS MEMORANDUM OF AGREEMENT has been entered into by and between the TOWNSHIP OF WASHINGTON (the "Township") and Teamsters Local Union 469 for the purpose of memorializing the parties' agreement to additional articles to the collective bargaining agreement for the Teamsters bargaining unit.

The parties will continue to adhere to the terms and conditions set forth in the previous agreement for the period of January 1, 2016 through December 31, 2020, with the following amendments:

VACATION USAGE (NEW):

1. Except for five days, employees must schedule at least half ($\frac{1}{2}$) of their vacation time by March 15th and the balance by June 15th of each year. To calculate vacation due by March 15th and June 15th, deduct five (5) vacation days from the employee's total allowance per year, half the balance must be requested by March 15th and the other half by June 15th. Requests can be for individual days or multiple consecutive days. Example: an employee with three weeks vacation must have 5 days scheduled by March 15th and 5 more days by June 15th.
2. Approvals will be made on a first come – first served basis, except when requests are made on the same day for the same day off the senior employee shall receive the day requested off.
3. Carry over vacation time must be used by June 30th and is not part of the vacation time due by March 15th or June 15th. If carry over vacation time is not used by this date, earned days shall lapse.
4. No more than two (2) employees from the motor pool and no more than two (2) employees from buildings and grounds and no more than six (6) employees from streets & road shall be approved for vacation on the same day. This excludes part time help and non-contracted personnel.
5. Between December 15th and April 1st of the following year, vacation may only be approved on a daily basis and is subject to cancellation if winter storm conditions are prevalent on the requested date.
6. For vacations of one (1) day or less, employees must give twenty four (24) hour prior notice. For more than (1) one day of vacation employee must give forty eight (48) hours notice.
7. Employee has the right to cancel and reschedule vacation time. For canceling vacations of (1) day or less employees must give twenty four (24) hours notice. For canceling more than one (1) days vacation employees must give forty eight (48) hours notice.
8. Request for comp. time in lieu of overtime must be requested the same day time is accrued. Comp time cannot exceed 50 hours per year. Employees may schedule more than one (1) consecutive day off.

PART-TIME EMPLOYEES (NEW):

1. The township can hire part-time employees.
2. Part time employee's shall be designated as those employees who work 30 or less hours of work, Monday thru Friday between the hours of 7am and 3:30 pm.
3. Part-time employee shall not be offered any work that would constitute overtime for the full-time employees. Only after all full-time employees have refused the overtime or the entire unit is working would the part-time employees be allowed to work the assigned overtime.
4. Seasonal employees (defined as persons employed on a temporary basis for 90 calendar days) shall not be subject to the probationary period.
5. Vacation and sick time shall be earned in accordance with the Township's Benefits Resolution articles for non-contract part-time employees and comply with the Township's NJ Paid Sick Leave Law Policy.
6. Part-time employees shall not have an effect of the permissible level of full-time employees off on any vacation period.
7. No paid holidays for part-time employees.
8. No personal time for part-time employees
9. Rates of Pay for part-time employees shall be as follows:

Employees hired before Jan. 1, 2019

<u>2019</u>	<u>2020</u>	<u>2021</u>
\$25.52	\$25.78	\$26.03

Employees hired after Jan. 1, 2019

<u>2019</u>	<u>2020</u>	<u>2021</u>
\$20.00	\$20.39	\$20.79